

# Strategic Development Plan 2017-2020

## Detailed Action Plan – November 2018 Update

**GOAL 1: The District will promote rigorous 21st Century academic and social skill standards/expectations that will enable students to be successful collaborators, critical and creative thinkers, contributing citizens and life long-learners.**

**C = Conceptual**

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**S = Sustained**

**X = Task Completed**

PRIORITIES / ACTIONS & INITIATIVES	2016/17			2017/18			2018/19			2019/20			COMMENTS
	Sum	F	Spr	Sum	F	Spr	Sum	F	Spr	Sum	F	Spr	
<b>1.1 Develop a district Vision and Mission that supports 21st Century learning.</b>		C	I D	S	S	S	S	S					Completed Mission/Vision
<i>Assembled Stakeholder Committee</i>			X										
<i>Committee review and development.</i>			X										
<i>Opportunity for stakeholder review.</i>			X										
<i>Revisions as needed.</i>			X										
<i>Communication and use of finalized Mission/ Vision.</i>			X										
<i>Board endorsement.</i>			X										
<i>Administrator and teacher modeling; student ownership; Expand visibility/use</i>					X	X							
<i>Imbed In BOE Policy</i>						C							
<b>1.2 Develop a shared vision/expectation of high-quality student work.</b>			C		I	D	D	D					Ongoing work coordinated through curriculum/ PLC/PD
<i>Establish use of PLC/PD/curriculum time for ongoing focus on quality student work.</i>			C		I	D	D	D					
<b>1.3 Develop a strategy and structure for curriculum review/revision.</b>		C	I	D	D	D	D	D					Major accomplishment in math/science Curriculum = ongoing process
<i>Determine current status of all major areas development of Curriculum Teams.</i>			X										
<i>Establish short-term strategy of curriculum work through specialists and outside consultants</i>			X										
<i>Development of Curriculum Teams-determine timeline and resources required.</i>			X										
<i>Ongoing curriculum work.</i>		X	X	X	X	X	X	X					See High Level Plan for details
<i>Admin. Model for Curriculum Leadership</i>								X					



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	Sum	F	Spr	Sum	F	Spr	Sum	F	Spr	Sum	F	Spr	
<i>Implement Genius Hour</i>					X	X							
<i>Open House to inform parents about Genius Hour/PBL</i>					X			X					
<i>Improve schedule through integration with Language Arts/Non-Fiction.</i>								X					
<b>2.3 Initiate a sixth grade Capstone Project that provides a PK-6 culminating learning experience.</b>		C	I	D	D	D	D	D					Established/Developing Capstone Project. Anticipated Sustained/ Complete FY20
<i>Professional learning and explore/visits of Capstone models.</i>			X										
<i>Grade 5 and 6 teachers meet/share ideas.</i>			X		X								
<i>Project Development - integration across literacy Units of Study.</i>								X					
<i>Establish connection to non-fiction individual or real life Hero.</i>			X		X								
<i>Expansion of project – time, choice, presentation, connection to community through service</i>						X		X					

**GOAL 3: The District will provide professional learning to all faculty and staff as it relates to and supports student learning, development and continuous improvement.**

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<b>3.1 Build an understanding / implementation of the Professional Learning Community (PLC) model.</b>		C	I	D	D	D		D					PLC Model, expectations, norms established
<i>Provide training for team leaders and other leadership.</i>			X					X					
<i>Select a data collection tool that maximizes efficiency in the collection and use of classroom/team data.</i>				X	X								
<i>Training of all staff with an emphasis on the 4 key questions of PLC.</i>					X								
<i>Build coherence with data team and SRBI models.</i>					X	X		X					
<b>3.2 Place a priority on the systematic and consistent use of embedded professional learning experiences.</b>			C	I	D	D	D	D					Examples Workshop, R.C. Science Ongoing through Prof. Learning Plan
<i>Design embedded professional learning experiences that are grounded in day-to-day practices.</i>			X	X	X	X	X	X					
<b>3.3 Develop a differentiated professional learning plan that advances teaching, learning and the goals of the district.</b>			C	I	D	D	D	D					Certified – Sustained Non-Certified – schedule and time structures needed
<i>Professional Development and Evaluation Committee (PDEC) expands current work to identify professional learning priorities for both faculty and other staff groups.</i>			X	X									
<i>Build schedules and structures that allow for ongoing professional learning and communication for non-certified staff (including teacher assistants, office, custodial and other support staff).</i>			C										
<i>PDEC Committee – multiple needs assessments for teachers/TA’s to develop a school year learning plan.</i>			X		X	X		X					
<i>Professional learning/visits for school-wide enrichment, SRBI, Project Based Learning, Capstone.</i>			X					X					

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	<b>Sum</b>	<b>F</b>	<b>Spr</b>	<b>Sum</b>	<b>F</b>	<b>Spr</b>	<b>Sum</b>	<b>F</b>	<b>Spr</b>	<b>Sum</b>	<b>F</b>	<b>Spr</b>	
<i>Establish Certified Differentiated Professional Learning Plan: (examples) NGSS, Math workshop, cultural responsiveness/Implicit Bias, school-wide enrichment, curriculum compacting, PLC training and technology.</i>			X		X	X		X					
<i>Establish/develop differentiated professional learning plan for non-certified staff.</i>			C										
<i>Expand Time for Professional Learning through FY20 Calendar.</i>								X					

**GOAL 4: The District will build partnerships, promote and celebrate the diversity and multi-dimensional aspects of school, local, regional and global community.**

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<b>4.1 Enhance/embrace sense of community /diversity within the school.</b>			C		D	D		D					Ongoing work through Safe School and Diversity Committees
<i>Identify current/expand potential staff and student activities to increase the integration and bonding of the entire PK-6 school community.</i>					X								
<i>Create strategies that enhance the welcoming of visitors/parents which align with recent safety/security initiatives.</i>				X		X							
<i>Ongoing use of school climate plan strategies to meet social/emotional needs.</i>		X	X		X	X		X					
<i>Created community Diversity Committee – BOE, parents, faculty, staff and administration.</i>					X								
<i>Diversity Committee Work: collaboration with Artsweek; collaboration with town event; parent resource bank</i>						X		X					
<i>Professional Learning around Implicit bias.</i>					X	X							
<i>Initiatives: Minority Recruitment Fair and CAFE Diversity Toolkit Project</i>						X							Applied for Diversity Toolkit – waiting list
<b>4.2 Form partnerships and service opportunities within the local community.</b>			C I		D	D		D					Ongoing/expanded service partnerships
<i>Partner with town agencies for school outreach and service opportunities.</i>					X	X		X					
<i>Explore the establishment of an Education Foundation to support student learning initiatives.</i>			C										
<i>Student Council, music, classroom outreach and service opportunities.</i>					X	X		X					
<b>4.3 Build Partnerships with educators regionally and globally.</b>			D		D	D		D					Global = Conceptual

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<i>Enhance formal/informal partnerships regionally (example - Open Choice).</i>			X		X	X		X					
<i>Establish global partnerships.</i>			C										
<b>4.4 Promote social/emotional support.</b>			C		D	D		D					Ongoing/continuous improvement work
<i>Implementation of CARES Assemblies and safe school climate/kindness initiatives – ongoing social-emotional support.</i>			X		X	X		X					
<i>School-wide and grade level events.</i>			X		X	X		X					
<i>Responsive Classroom summer and ongoing training.</i>						X	X	X					
<i>Anti-Defamation League resources.</i>								X					





